



IN THE UNITED STATES
PATENT AND TRADEMARK OFFICE

Applicant(s): Uday P. Nadkarni

Application No: 09/904,062

Filing Date: July 12, 2001

Attorney Docket No: P21,411-B USA

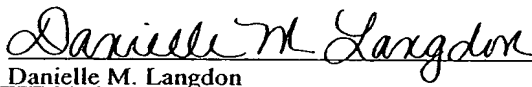
Title: SKILLS DATABASE MANAGEMENT
SYSTEM AND METHOD

Art Group: 2161

Examiner: Coby, Frantz

CERTIFICATE OF MAILING VIA FEDERAL EXPRESS

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SUPPLEMENTAL DECLARATION UNDER 37 C.F.R. §1.131

1. This declaration is being filed to supplement the declaration that was filed with the reply of October 7, 2004, to establish completion of the invention in the above-identified application in the United States, at a date prior to August 10, 1995. (It is worthwhile to note that the previously filed declaration was a copy of the declaration filed in the prosecution of the parent case (Application No. 09/130,819) of the above-identified application.)

2. Attached hereto as Exhibit A is a disk containing a program which was referred to in the previously-filed declaration. It was inadvertently omitted from the previous filing, although it was included with the original filing of the declaration for Application No. 09/130,819.

3. Using this program, I generated a number of screens evidencing the reduction to practice of different features of the process and system of the claimed invention. I printed these screens, which are attached hereto as Exhibits E-R. The following table correlates these screens, along with those submitted with the previous declaration, to the elements of the claimed invention.

Claim Element	Evidence of Reduction to Practice
21. A method of exchanging employment information, said method comprising the following steps:	
(a) configuring a search query by prompting a user to specify parameters in one or more predetermined fields;	Exhibits E-I show screens in which the user is prompted to select certain fields to build a search query—specifically, profession (Exhibit E), category (Exhibit F), Skill (Exhibit G), experience (Exhibit H) and usage level (Exhibit I).
(b) searching a database using said search query containing said parameters in one or more predetermined fields; and	The search query above is configured and passed to a known database or file management system (e.g., dBASE, Access, etc.), which would search the underlying database or files and return search results. For illustrative purposes, the program of

	Exhibit A provides sample results of a search that would be returned by the database or file management system.
(c) outputting results of the search.	Exhibit C shows a screen displaying the sample results of a search. The candidates in this table are listed along with their respective field data (e.g., total experience, education, availability).
22. The method of claim 21, wherein, in step (a), parameters are specified within two or more predetermined fields.	Exhibits E-I show different screens used in building a search query based on seven different fields (i.e., education, degree, profession, category, skill, experience and usage).
23. The method of claim 22, wherein at least a portion of said predetermined fields are hierarchical.	Exhibit I shows a search screen in which usage level (e.g., intermediate) is a subfield skill (e.g., C++), which is a subfield of category (e.g., programming), which is a subfield of profession (e.g., computer software).
24. The method of claim 23, wherein said predetermined fields comprise a plurality of professions, a plurality of subcategories within each profession, and a time duration for each subcategory.	Exhibit E shows a search screen presenting a plurality of different professions (e.g., accounting, banking, computer software). Exhibit F shows a subsequent screen in which different categories (e.g., compilers,

	databases, programming) are presented for a particular profession, in this case computer software. Exhibit G shows the next screen in sequence in which different skills (e.g., ALGOL, ASSEMBLER, C++) are presented for a particular category, in this case programming. Finally, Exhibit H shows the next screen in sequence in which the user is prompted to input the experience in years for each skill.
25. The method of claim 23, wherein said predetermined fields comprise a plurality of educations and a degree for each education.	Exhibit L shows a screen in which the user is prompted to select a discipline (i.e., education) and Exhibit K shows a screen in which the user is prompted to select a degree for the education.
26. The method of claim 24, wherein, step (a) comprises: prompting said user to select a profession from a plurality of professions;	Exhibit E shows a search screen which prompts the user to select a profession by using a pull down menu listing a number of different professions (e.g., accounting, banking, computer software).
prompting said user to select a subcategory from a plurality of subcategories for said profession; and	Exhibit F shows a subsequent screen which prompts the user to select a subcategory of a profession by using a pull down menu listing a number of different categories within the profession (e.g., compilers, databases,

	programming), and Exhibit G shows the next screen in sequence, which prompts the user to select a further subcategory of a profession by using a pull down menu listing a number of different skills within a particular category (e.g., ALGOL, ASSEMBLER, C++).
prompting said user to specify a time requirement for said subcategory.	Exhibit H shows the next screen in sequence in which the user is prompted to input the experience in years for each skill.
27. The method of claim 21, wherein said process further comprises:	
modifying said query after step (c).	Exhibit J shows a screen displaying refinements of search queries by making small changes to its parameters and running it again - each row in the box at bottom corresponds to a version of the query and the number of resumes shown is the number of qualified candidates it found.
28. The method of claim 21, wherein said process further comprises scheduling an interview with a candidate.	Exhibit D shows a screen displaying the resume of a particular candidate. Checking the box entitled "Interview" initiates the scheduling of an interview.
29. The method of claim 28, wherein said process further comprises receiving	Exhibit M shows a screen for prompting the candidate for information which includes

an indication of availability via a telecommunicative link from a candidate.	availability (see lower right of center of screen). Once this information is inputted, it is transmitted as shown in Exhibit P
30. The method of claim 21, further comprising:	
populating said database with data by prompting a second user for information related to at least a portion of said predetermined fields.	Exhibits M-O show screens for prompting the candidate for information related to a number of predetermined fields. For example, the screen of Exhibit M prompts the candidate for contact information, the screen of Exhibit N prompts the candidate for education information, and the screens of Exhibit O prompt the candidate for information relating to category, skills and experience as mentioned above.
31. The method of claim 30, wherein populating said database comprises:	
prompting said second user to select a profession from a list of professions;	Exhibit M shows a screen prompting a user to input information into a profession field by means of a pull down menu.
prompting said second user to select a subcategory of said profession from a list of subcategories of said profession; and	Exhibit O shows screens prompting a user to input information in a category field within the profession and in a skill field for each category.
prompting said user to attribute a time	Referring again to Exhibit O, the candidate

duration for said subcategory.	enters individual 'projects' under the Experience subheading. For each project, the candidate may enter a time duration (From – To), and further enter a category of skills, and some skills within that category and a type or level of usage for that skill. The time period for that skill or category is inferred by the system from the project time duration under which these subcategories are entered
32. The method of claim 30, wherein populating said database includes entering educational information and job preferences.	The screens of Exhibits N and M prompt the candidate for education information and profession, respectively.
33. The method of claim 30, wherein populating said database includes agreeing to charges for said resume service.	Exhibit Q shows a screen containing the agreement (shown essentially blank) between the service provider and the candidate. Such an agreement would contain provisions of payment and other terms and conditions of providing the service.
34. The method of claim 21, wherein, in step (c), results of the search are displayed graphically and/or in a tabular fashion.	Exhibit C shows a screen displaying a table of search results. The candidates in this table are listed along with their respective field data
35. The method of claim 10, wherein	Exhibit C shows a screen displaying a table

said step (c) comprises sorting said results according to said fields.	of search results in which the candidates are listed along with their respective field data
36. The method of claim 21, wherein said user interacts with said database over a telecommunicative link.	Exhibit R shows a log-in screen to enable the user to interact with the database over a telecommunicative link.
37. The method of claim 21, wherein said database is a relational database.	It is not clear how one would go about showing that the program of Exhibit A provides a query for a relational database. Suffice it to say, however, that the fields in the query and the candidate data are such that they can be used with known and commercially-available relational database or file management systems.
38. A method of offering a user access to a database comprising candidate resumes and/or employment opportunities, said method comprising the steps of:	
(a) limiting access to said database to a selected group of users;	Exhibit R shows a log-in screen which requires input of a user ID and password to gain access to the database, thereby limiting access to selected users.
(b) prompting a user to select a combination of hierarchical fields of said	Exhibits E-I show screens in which the user is prompted to select certain hierarchical

database;	fields —specifically, profession (Exhibit E), category within profession (Exhibit F), skill within category (Exhibit G), experience within skill (Exhibit H) and usage level for the skill (Exhibit I).
(c) configuring a query based on said combination;	Referring to Exhibits G-I, a more specific query is configured as successive fields are selected.
(d) searching said database using said query; and	The search query above is configured and passed to a known database or file management system (e.g., dBASE, Access, etc.), which would search the underlying database or files and return search results. For illustrative purposes, the program of Exhibit A provides sample results of a search that would be returned by the database or file management system.
(e) outputting the results of said search to said user.	Exhibit C shows a screen displaying the sample results of a search. The candidates in this table are listed along with their respective field data
39. The method of claim 38, wherein limiting access comprises requiring said user to pay for use of said database.	Exhibit R shows a log-in screen which requires input of a user ID and password to gain access to the database, thereby limiting access to selected users. Although not shown explicitly, it can be reasonably inferred that

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	to obtain a password, and thereby access to the database, some form of compensation would be required.
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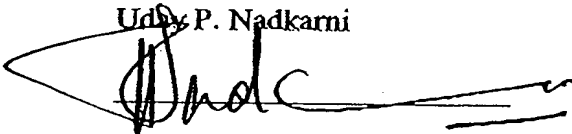
4. As the person signing below:

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful statements may jeopardize the validity of the application or any patent issued thereon.

Inventor:

Uday P. Nadkarni

Signature:

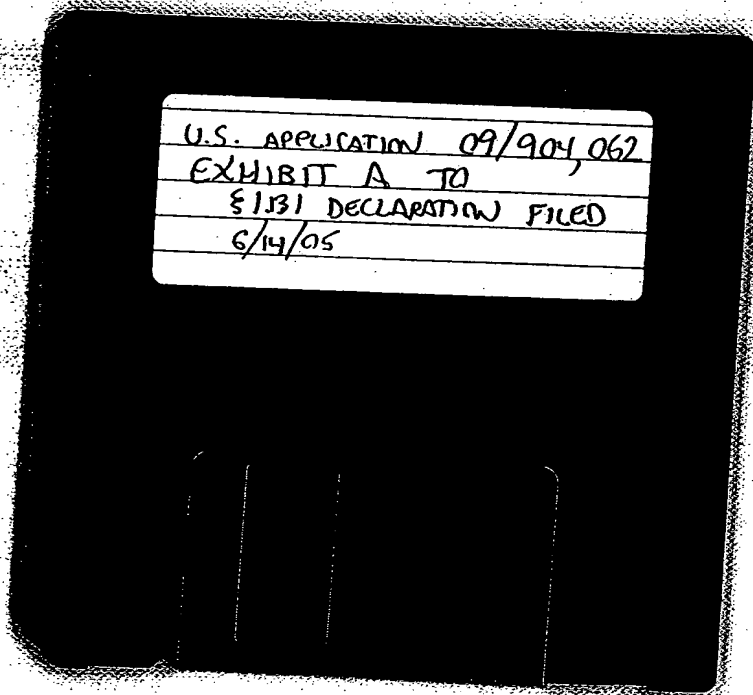


Residence:

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Monmouth Junction, NJ 08852

Citizenship:

United States of America



U.S. APPLICATION 09/904,062
EXHIBIT A TO
§131 DECLARATION FILED
6/14/05

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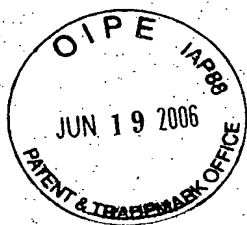
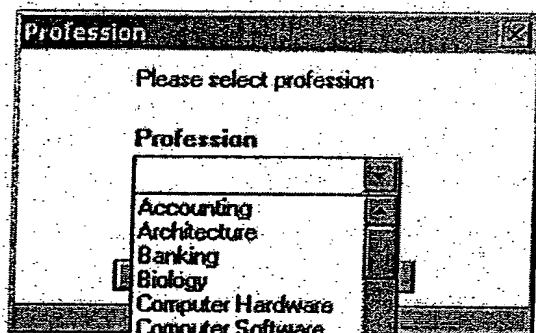


EXHIBIT E



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EXHIBIT F

Query1 for Computer Software

Project Name: Education:

Enter one or more selections for the following

Category	Skill	Experience (yrs)	Usage Level
Programming	<input type="text"/>	<input type="text"/>	<input type="text"/>
Compilers			
Databases			
Documentation			
Functional Analysis/Design			
Networking			
Operating Systems			
Presenting			
Project Management			

Keywords (enter any combination of keywords to search within the resume)

Response

Run Resumes Query Parameters

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EXHIBIT G

Query1 for Computer Software

Project Name: Inventory Department - Jack Walsh

Education: Bachelor's in Computer Science

Enter one or more selections for the following

Category	Skill	Experience (yrs)	Usage Level
Programming	C++		
Programming - C++	ALGOL		
	ASSEMBLER		
	BASIC		
	C		
	C++		
	CLIPPER		
	COBOL		
	FORTTRAN		

Keywords (Enter any combination of keywords to search with the resume)

Next Line Delete Line Save Run New

Response

Run Resumes Query Parameters

View Cancel

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EXHIBIT H

Query1 For Computer Software

Project Name

Enter one or more selections for the following

Category	Skill	Experience (yrs)	Usage Level
<input type="text" value="Programming"/>	<input type="text" value="C++"/>	<input type="text" value="4"/>	<input type="text"/>
<input type="text" value="Programming - C++, 4 years"/>			

Keywords (Enter any combination of keywords to search within the resume)

Response

Run Resumes Query Parameters

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EXHIBIT I

Query1 for Computer Software

Project Name **Education**

Enter one or more selections for the following

Category **Skill** **Experience (yrs)** **Usage Level**

Keywords (Enter any combination of keywords to search within the resume)

Response

Run **Resumes** **Query Parameters**

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EXHIBIT J

The screen below shows how a query is refined by making small changes to its parameters and running it again - each row in the box at bottom corresponds to a version of the query and the number of Resumes shown is the number of qualified candidates it found. This feature is designed to allow users to progressively tighten or loosen or change query parameters so they can get a manageable number of candidates to examine.

Query1 for Computer Software

Project Name **Education**

Enter one or more selections for the following

Category **Skill** **Experience (yrs)** **Usage Level**

Compilers - Any, 4 years, Any
AND Programming - Any, 4 years, Any
AND Quality Assurance - Any, 4 years, Any
AND Systems Analysis - EXCELERATOR, 9 years, Any

Keywords (Enter any combination of keywords to search within the resume)

Response

Run	Resumes	Query Parameters
1	20	Compilers - Any, 4 years, Any AND Programming - Any, 4 years, Any AND Quality Assurance - Any
2	15	Compilers - Any, 4 years, Any AND Programming - Any, 4 years, Any AND Quality Assurance - Any
3	10	Compilers - Any, 4 years, Any AND Databases - Dbase, 4 years, Any AND Quality Assurance - Any
4	5	Documentation - Any, 4 years, Any AND Databases - Dbase, 4 years, Any AND Quality Assurance - Any

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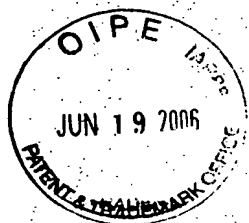


EXHIBIT K

Education

Degree	<input type="text"/>	<input type="radio"/> AND
Discipline	<input type="text"/>	<input checked="" type="radio"/> DR
	High School	
	Associate's	
	Bachelor's	
	Master's	
	Ph.D.	
	Bachelor's (Engineering)	
OR	Master's (Engineering I)	

Delete Line Clear All OK Cancel

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EXHIBIT L

Education

Degree	Bachelor's	<input type="checkbox"/>	<input type="checkbox"/>
Discipline		<input type="checkbox"/>	<input type="checkbox"/>
	Architecture	<input type="checkbox"/>	<input type="checkbox"/>
	Arts	<input type="checkbox"/>	<input type="checkbox"/>
	Business	<input type="checkbox"/>	<input type="checkbox"/>
	Commerce	<input type="checkbox"/>	<input type="checkbox"/>
	Computer Science	<input type="checkbox"/>	<input type="checkbox"/>
	Engineering	<input type="checkbox"/>	<input type="checkbox"/>
	Fine Arts	<input type="checkbox"/>	<input type="checkbox"/>
	Information Technolo	<input type="checkbox"/>	<input type="checkbox"/>

OR

AND

OR

Delete Line Clear All OK Cancel

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EXHIBIT M

Resume - [DCE01]

Basic Information

Name: John M. Telephone No.: 212-777-8888
55 Sutton Place Apt. 308
New York, NY 11023
Email: JD.ABC@COM ATT
Call after 7:00 PM at the evening number.
U.S. Citizen Security Level 3 Willing No
Software Engineering Availability 00,000.00 4 Weeks
Management position in an IS department of Brokerage/Securities firm.
\$90,000.00 Per Year \$110,000.00 Per Year

Education Experience References Publications Membership Personal Info

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EXHIBIT N

Education: Successive records of Education can be added by clicking repeatedly on the More Button

Resume [00001]

Basic Information

Name: John Doe | Address: 123 Main St | City: New York | State: NY | Zip: 10001 | Phone: 212-777-8888

Education

Level	Institution	Location	Start Date	End Date	Major	Grade	Notes
M.B.A.	Columbia University	New York	9/7/1984	9/10/1986	Business Administration	3.8	Concentration package in quantitative analysis and MIS. Member of student council during second year.

Software Engineering: [X] | Variable: [X] | Notice Period: 4 Weeks

Work Experience

Position	Start Date	End Date	Salary	Notes
Management position in an IS department of Brokerage/Securities firm.	9/90,000.00	Per Year	5110,000.00	Per Year

Education | Experience | References | Publications | Membership | Personal Info

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EXHIBIT O

Categories, Skills etc.: User enters individual 'projects' under the Experience subheading. For each project, the user can enter a time duration (From - To), and further enter a category of Skills, and some Skills within that Category and a type or level of Usage for that Skill. The time period for that Skill or Category is inferred by the system from the Project time duration under which these subcategories are entered.

The screenshot displays a software interface with a 'Basic Information' window. The window contains the following fields and data:

- Project Name:** ABC Investment
- Location:** New York
- Manager:** John Doe
- Phone:** 212.777.8899
- Address:** 212.888.0000
- Start Date:** 3/1/1988
- End Date:** 12/31/1990
- Project Description:** Mutual Funds Shareholders system
- Project Details:** Mutual Funds, Shareholders accounting system for a portfolio of mutual funds.
- Project Skills:** Systems analysis, design, programming.
- Project Skills Table:**

Category	Skill	Usage	Level
DB/DBMS	DB2	100	Analyst
Languages	COBOL	100	Heavy

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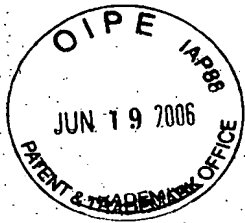


EXHIBIT P

Transmit: After completing data entry, the resume record can be Transmitted to the system database.

Resume - [DDF01]

File Edit View Options Help

File Edit View Options Help

Basic Information

First Name: John Middle Name: M Last Name: [Redacted]

Phone: 212-777-8888 Fax: 212-888-0000 Email: 212-777-8888

Address: [Redacted] City: NY Zip: 11023

ATTN: [Redacted]

PM at the evening number.

U.S. Citizen: [X] Security Level: 3 Willing to Relocate: No

Profession: Software Engineering

Years Experience: 8

Current Salary: \$90,000.00 Per Year Desired Salary: \$110,000.00 Per Year

Management position in an IS department of Brokerage/Securities firm.

Availability: [X] 4 Weeks

Education: [Redacted] References: [Redacted] Memberships: [Redacted] Personal Info: [Redacted]

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EXHIBIT Q

Example of a mechanism to enable a business transaction between the user and the entity that has the system – such as charging a fee, acting as an agent of the user, making certain representations, etc. Each customer can create their own business terms.

Agreement

This is an agreement between Inference Development Corporation of 666 Plainsboro Road, Suite 1185, Plainsboro, NJ 0853 (hereinafter referred to as "Inference" and the person (hereinafter referred to as the "applicant") wishing to be represented by "Inference" for the purpose of obtaining part time or full time permanent employment or work on contract basis. By saving resume of a disk and sending the disk to "Inference", the "applicant" agrees to abide by the contract the terms of which are listed below. 1) Clause 1 2) Clause 2. End.

OK Cancel

Base: \$100,000.00 Per Year: 5

Per Year: 5

Education Experience References Publications Memberships Personal Info

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EXHIBIT R

Example of a Login screen used to restrict access to permitted users of the system.

Login

JobNet

User Id

Password

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